

WBNG-TV
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sports Director	1-5, 8-9, 13, 15-17, 19-35, 37-38, 40-43	24
News Director	1-8, 12-13, 15-17, 19-38, 40-43	36
Account Executive	1-6, 8, 12-13, 15-17, 19-35, 37-38, 40-43	12
Evening News Anchor	1-6, 8, 12-13, 15-17, 19-35, 37-38, 40-43	12
Multimedia Journalist	1-6, 8, 11-13, 15-17, 19-35, 37-38, 40-43	11
Multimedia Journalist	1-6, 8, 11-13, 15-17, 19-35, 37-38, 40-43	12
Executive Producer	1-6, 8, 10, 13, 15-17, 19-35, 37-38, 40-43	10
Newscast Director	1-6, 8, 13-17, 19-35, 37-38, 40-43	31
Creative Services Producer	1-6, 8-9, 13, 15-17, 19-35, 37-38, 40-43	13
Newscast Producer	1-6, 8, 12-13, 15-35, 37-43	12
Content Manager	1-6, 8, 12-13, 15-35, 37-43	12
Host/Producer	1-6, 8-9, 13, 15-35, 37-43	27
Master Control Operator	1-6, 8, 10, 13, 15-35, 37-43	10
Creative Services Producer	1-6, 8-9, 13, 15-35, 37-43	13
Social Media & Digital Content Manager	1-6, 8, 10, 13, 15-35, 37-43	10
Account Executive	1-6, 8, 13, 15-35, 37-43	31

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	BCC Placement Office PO Box 1017 Binghamton, New York 13902 Phone : 607-778-5207 Url : http://www.sunybroome.edu/placement Larry Truillo Manual Posting	N	0
2	Binghamton University 4400 Vestal Parkway East Binghamton, New York 13902 Phone : 607-777-2553 Url : http://www.binghamton.edu Email : hirebing@binghamton.edu Brand Smith	Y	0
3	Broome County Urban League 43 Carroll Street Binghamton, New York 13901 Phone : 607-723-7303 Url : http://www.bcul.org Email : jlesko@bcul.org Jennifer Lesko	Y	0
4	Broome Employment 171 Front Street Binghamton, New York 13905 Phone : 607-778-2136 Url : http://www.broometiogaworks.com Email : btworks@labor.state.ny.us Preston Hertzog	Y	0
5	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
6	Community Options Inc. 182 State Street Binghamton, New York 13901 Phone : 607-722-5971 Url : http://www.comop.org Email : Jill.LoVuolo@comop.org Jill LoVuolo	Y	0
7	Corporate Office	N	1

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8	Country Valley Industries 125 Cutler Pond Road Binghamton, New York 13905 Phone : 607-723-8361 Url : http://www.cvipackaging.com Email : dcarson@achieveny.org Debra Carson	Y	0
9	Current Employee	N	4
10	Current Employee/Internal Promotion	N	3
11	Current Intern	N	1
12	Employee Referral	N	8
13	Indeed 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 203-564-2420 Url : www.indeed.com Victoria LaBella Manual Posting	N	8
14	Job Fair	N	1
15	KBJR - Kayla Martin 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-720-9642 Url : http://www.kbjr.com Email : kmmartin@kbjr.com Kayla Martin	N	0
16	KTIV- Kathy Clayton 3135 Floyd Blvd Sioux City, Iowa 51108 Phone : 712-226-5420 Email : kclayton@ktiv.com Kathy Clayton	N	0
17	KTTC- Jodi Neyens 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : jneyens@kttc.com Jodi Neyens	N	0

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18	KVOA- Angela Betzhold PO Box 5188 Tucson, Arizona 85703 Phone : 520-884-4601 Email : abetzhold@kvoa.com Angela Betzhold	N	0
19	KWWL- Sandy Youngblut 500 East 4th St Waterloo, Iowa 50703 Phone : 319-291-1259 Email : syoungblut@kwwl.com Sandy Youngblut	N	0
20	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shillstone	N	0
21	New Jersey Herald- Robin Fichter PO Box 10 Newton, New Jersey Phone : 973-383-1170 Email : rfichter@njherald.com Robin Fichter	N	0
22	NYS Broadcasters Assn. 1805 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Url : http://www.nysbroadcasters.org Email : sandy@nysbroadcasters.org Sandy Messineo	N	0
23	NYS Job Exchange 171 Front Street Binghamton, New York 13905 Phone : 585-266-7760 Url : http://www.labor.ny.gov Email : nysjobbank@labor.ny.gov Michael Puglisi	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
24	QMI- Lesley VanNess 130 S 5th St Quincy, Illinois 62306 Phone : 217-221-3418 Email : lvanness@quincymedia.com Lesley VanNess	N	2
25	S.I. Newhouse School of Public Communications 215 University Place Syracuse, New York Phone : 315-443-3270 Url : http://www.newhouse.syr.edu Email : kmcgee@syr.edu Karen McGee	N	0
26	Tioga Employment Center 1062 St. Rte. 38 PO Box 108 Owego, New York 13827 Phone : 607-687-8500 Url : http://tiogacountyny.com/ Email : mccalls@co.tioga.ny.us Sheri McCall	Y	0
27	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : http://www.tvjobs.com Mark Halloway Manual Posting	N	8
28	University of Colorado Boulder Folsom Stadium Suite 110 Boulder, Colorado 80309 Phone : 303-492-5480 Email : christine.mahoney@colorado.edu Christine Mahoney	Y	0
29	WAOW - Kelly Fuller 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 715-843-9236 Url : http://www.waow.com Email : kfuller@waow.com Kelly Fuller	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	WBNG Internal Posting 560 Columbia Drive Johnson City, New York 13790 Phone : 607-584-7262 Url : http://www.wbng.com Kate Garger Manual Posting	N	0
31	WBNG Website 560 Columbia Drive Johnson City, New York 13790 Phone : 607-584-7262 Url : http://www.wbng.com Kate Garger Manual Posting	N	12
32	WEEK 2907 Springfield Rd. Peoria, Illinois 61611 Phone : 309-698-3784 Email : ttesch@week.com Teddi Tesch	N	0
33	WGEM- Terri Stutheit 513 Hampshire St. PO Box 80 Quincy, Illinois 62306 Phone : 217-228-6621 Email : tstutheit@wgem.com Terri Stutheit	N	0
34	WHIG- Christina Wilson PO Box 909 Quincy, Illinois 62306 Phone : 217-221-3409 Email : cbwilson@qni.biz Christina Wilson	N	0
35	WKOW- Bonnie Beer 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-661-2767 Url : http://www.wkow.com Email : bbeer@wkow.com Bonnie Beer	N	0
36	Word of Mouth Referral	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
37	WPTA 3401 Butler Rd. Fort Wayne, Indiana 46808 Phone : 260-407-0064 Email : cbennett@wpta21.com Cindy Bennett	N	0
38	WREX - Theresa Wesseln PO Box 530 Rockford, Illinois 61105 Phone : 815-335-7856 Email : twesseln@wrex.com Theresa Wesseln	N	0
39	WSIL- Bethany Tanner 1416 Country Aire Drive Carterville, Illinois 62918 Phone : 618-956-9184 Email : btanner@wsilv.com Bethany Tanner	N	0
40	WSJV- Amber Moubray PO Box 28 South Bend, Indiana 46624 Phone : 574-343-5350 Email : amoubray@quincymedia.com Amber Moubray	N	0
41	WVVA- Audrey Sluss 3052 Big Laurel Hwy Bluefield, West Virginia 24701 Phone : 304-324-0659 Email : asluss@wvva.com Audrey Sluss	N	0
42	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
43	WXOW/WQOW- Theresa Wopat PO Box 3119 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWS OVER REPORTING PERIOD:			50

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2019	Establishment of an intern program designed to assist members of the community	WBNG offers a paid internship program called Quinternships. The purpose behind the Quinternship Paid Internship Program is to offer students in the field of journalism, broadcasting, communications and related fields the opportunity to gain hands-on experience in broadcast television, radio, and digital information. Students who participate will gain a wide variety of practical experience and will receive an hourly wage. The company strives to offer this opportunity to a diverse group of Interns. Each Quintern is assigned a mentor and there is curriculum for each position. The station hosted five Quintern student internships during the Spring/Summer of 2019. The students' schools and majors were as follows: Syracuse University, Journalism, Ithaca College, Journalism (2), John Brown University, Digital Cinema, Millersville University, Meteorology.	3	News Director News Director Marketing Manager
2	2/15/2019	Participation in events or programs sponsored by educational institutions	On Friday, February 15, 2019 News Director John Laughrin and General Sales Manager Darin DiPiazza participated in the New York State Broadcasters Association's college outreach program entitled "So You Want a Career." The event was held at the Roy H. Park School of Communications. Attendees spoke to students about various careers in broadcasting, as well as internship opportunities. Producer Steve Altieri and Anchor Anne Sparaco participated in a panel discussion about broadcast journalist, day-to-day operations in the newsroom, producing news content, sports in the digital age, necessary classes and job skills for journalism careers, and getting ready for post-graduation life. The panel also answered students' questions.	2	News Director General Sales Manager Producer Anchor

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3	3/7/2019	Participation in events or programs sponsored by educational institutions	On Thursday, March 7, 2019, a TV Production class from Chenango Forks School District visited WBNG. Approximately twenty 10th, 11th and 12th grade students attended and received a station tour, and also watched our live broadcasts of 12 News at Noon and Around the Tiers from the studio and atrium. Content Manager David Hermanovitch conducted the tour of the various areas of the WBNG facility and answered questions. Anchor Chloe Vincente also participated and spoke to the students about careers in journalism and broadcast television.	2	Content Manager Anchor
4	3/19/2019	Participation in events sponsored by community groups	On Tuesday, March 19, 2019 Anchor/reporter Michael Schwartz spoke to the Owego Rotary Club. He discussed the importance of news reporting and storytelling in our community. Participants also asked Michael questions about his career and job at WBNG.	1	Anchor/Reporter
5	3/22/2019	Participation in events or programs sponsored by educational institutions	On Friday, March 22, 2019, Morning Anchor Scott Sasina visited Columbus School in the Binghamton School District. Scott set up a booth at the career event for 8th graders, which took place from 9am to 2pm. He spoke to the students about careers in the communications industry and what school subjects they may want to take in high school to pursue those careers. Scott also brought camera equipment to demonstrate for the students.	1	Morning Anchor
6	3/22/2019	Participation in events or programs sponsored by educational institutions	On Friday, March 22, 2019 a group of 15-20 students visited WBNG from Spencer Van Etten School District. The students, who attend a communications class, took a tour of the studio, newsroom, production room and master control. The tour was led by Content Manager Dave Hermanovitch, and he explained the WBNG operation and answered questions.	1	Content Manager

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7	4/11/2019	Participation in Job Fairs	On Thursday, April 11, 2019 WBNG participated in the Syracuse University Career Fair. Quincy Media's Talent Acquisition Specialist, Lesley VanNess, attended the multi-day event which included the career fair itself, plus time for one-on-one interviews with students. WBNG Multimedia Journalist Jackie Prager, who is also a Syracuse University alum, attended the event as well. The Quincy/WBNG staff spoke to dozens of students regarding internship and job opportunities at WBNG.	1	Multimedia Journalist
8	4/12/2019	Participation in events or programs sponsored by educational institutions	On Friday, April 12, 2019 Multimedia Journalist Tyler Brown participated in Woodrow Wilson Elementary School's "Hopes and Dreams" career fair in Binghamton. The event, which was held from 8:30-11:30am, provided the elementary students a chance to speak with members of the community about career choices.	1	Multimedia Journalist
9	4/25/2019	Participation in events sponsored by community groups	On Thursday, April 25, 2019 Cub Scout Troop 100 from Johnson City visited the WBNG facility. The scouts and chaperones took a tour of the station led by Content Manager David Hermanovitch. They also watched parts of the 5pm and 5:30pm live newscasts in the studio and from the atrium on monitors. The group had expressed particular interest in meteorology, so after the news they were able to speak with Chief Meteorologist Howard Manges about his career and what it's like to report on the weather.	2	Content Manager Chief Meteorologist

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10	4/25/2019	Participation in Job Fairs	On Thursday, April 25, 2019, Administrative/Human Resources Manager Kate Garger, General Manager Bob Krummenacker, General Sales Manager Darin Di Piazza and News Director Adam Wilhelm participated in the SUNY Broome 2019 MLK Jr. Job Fair. The event was held on the SUNY Broome Community College campus and took place from 11am to 2pm. We spoke to approximately 50 students and job seekers about the available jobs and internships WBNG has, as well as spoke about job opportunities in general at WBNG. We collected resumes from attendees interested in WBNG opportunities.	4	Admin/HR Manager General Manager General Sales Manager News Director
11	5/30/2019	Participation in events or programs sponsored by educational institutions	On Thursday, May 30, 2019, Chief Meteorologist Howard Manges visited Richard Stank Middle School in the Susquehanna Valley School District. He participated in a literacy event and read a book to the students. He also was able to discuss his career in meteorology and answer questions from the students.	1	Chief Meteorologist

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12	8/1/2019	Establishment of an intern program designed to assist members of the community	WBNG offers a paid internship program called Quinternships. The purpose behind the Quinternship Paid Internship Program is to offer students in the field of journalism, broadcasting, communications and related fields the opportunity to gain hands-on experience in broadcast television, radio, and digital information. Students who participate will gain a wide variety of practical experience and will receive an hourly wage. The company strives to offer this opportunity to a diverse group of Interns. Each Quintern is assigned a mentor and there is curriculum for each position. The station hosted three Quintern student internships during the Fall/Winter of 2019. The students' schools and majors were as follows: Syracuse University, Journalism, Binghamton University, Business Administration, Binghamton University, English.	1	General Manager
13	8/20/2019	Participation in events sponsored by community groups	On Tuesday, August 20, 2019, Multimedia Journalist Josh Rosenblatt conducted a tour for a group of youth and young adults from Gigi's Playhouse. The organization is a social group for persons with Down Syndrome. Josh gave a tour of the various departments to the group and then they watched part of the live broadcasts of 12 News at Noon and Around the Tiers. Josh also answered questions from participants and gave out WBNG logo items to each person.	1	Multimedia Journalist
14	10/25/2019	Participation in events or programs sponsored by educational institutions	On Friday, October 25, 2019 Morning Anchor Scott Sasina visited Windsor Middle School's career event called "Careers & Cookies." Scott spoke to the 6th, 7th and 8th grade students about his job as a reporter and anchor, and what his typical day is like at WBNG. He also brought along some camera and microphone equipment to show the students how they are used.	1	Anchor/Reporter

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15	11/21/2019	Participation in events or programs sponsored by educational institutions	On Thursday, November 21, 2019, Multimedia Journalist Tyler Brown visited MacArthur Elementary School in Binghamton to participate in their Career Day event. The fourth and fifth grade elementary students heard Tyler speak about careers in journalism and asked questions about what it's like being a reporter and news anchor.	1	Multimedia Journalist
16	12/17/2019	Participation in events sponsored by community groups	On Tuesday, December 17, 2019, Sports Director Nicole Menner spoke to the Binghamton Rumble Ponies Booster Club. She discussed her job as Sports Director, and what it's like reporting on sports in our area. She also answered lots of questions from the group about her career.	1	Sports Director
17	12/27/2019	Participation in Job Fairs	On Thursday, December 27, 2019, WBNG participated in the Greater Binghamton Chamber of Commerce "Project Homecoming Job and Career Fair" at the Oakdale Mall from 11am-4pm. Administrative/Human Resources Manager Kate Garger, General Sales Manager Darin Di Piazza, and Marketing Manager Michelle Rydzanich attended and spoke to many job seekers about career and internship opportunities at WBNG. We collected resumes from attendees interested in WBNG opportunities.	3	Administrative/HR Manager General Sales Manager Marketing Manager

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18	12/31/2019	Provision of training to management	The station's parent company, Quincy Media, Inc., has made available (on a mandatory basis) to the station a series of workplace training courses (video modules) created by Kantola Training Solutions. These modules are intended to educate employees and managers about non-discrimination, harassment, and other workplace-related issues. All personnel at the station are required to participate and complete Kantola modules on a regular basis. Each module is followed by a quiz, which must be completed. Certificates of completion are maintained in personnel files of managers and non-managers alike. As of July 29, 2019, all managers at the station were required to participate in a session entitled "Management and Leadership Skills for Supervisors." As of October 26, 2019, all employees at the station were required to participate in a session entitled "Harassment and Diversity." As of December 21, 2019, all employees at the station were required to participate in a session entitled "Training for a Harassment-Free Workplace- eLearning New York."	60	various managers